

Lawrence County Chamber of Commerce

2019 Governor's Investment in Technical Education (GIVE)

Project WELD: Welding Education for Labor Demand

Lawrence County Chamber of Commerce

Tennessee College of Applied Technology - Pulaski

IN PARTNERSHIP WITH:

1. Lawrence County Chamber of Commerce
2. Tennessee College of Applied Technology - Pulaski
3. Lawrence County School System
4. Signed Below

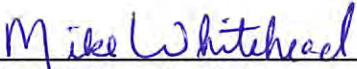
Hope McDow, 25-B Public Square, Lawrenceburg, TN 38464

o. 931-762-4911 c. 931-279-0646

hope.mcdow@lcsc.us

Funding requested:

\$600,000


Mike Whitehead, President
TCAT-Pulaski


Hope McDow, Workforce Dev. Coordinator
Lawrence County Chamber of Commerce


Ryan Egly, President & CEO
Lawrence County Chamber of Commerce


Johnny McDaniel, Director
Lawrence County School System

Project Summary: Project WELD

The Lawrence County Chamber of Commerce, in partnership with Tennessee College of Applied Technology – Pulaski, Lawrence County School System, and local employers, is seeking to establish an Instructional Service Center for Welding Technology at Lawrence County High School. The establishment of this Instructional Service Center will enhance and expand both the physical and programmatic classroom capacity of the welding technology lab at Lawrence County's largest school. With more than two hundred (200) new welding jobs being created over the next five (5) years in Lawrence County alone, ensuring that local secondary and post-secondary educational institutions have is vital to linking students to these high-demand, high-wage career opportunities. The Project WELD Proposal seeks to meet this existing and future labor demand for welders and welding-related jobs through secondary and post-secondary education by:

- Reconfiguring and rehabilitating the existing classroom and welding lab at Lawrence County High School
- Purchasing industry-standard welding equipment, materials, and supplies
- Providing a salary stipend for a certified instructor
- Establishing a Certified American Welding Society (AWS) Testing Center.

The primary goals of Project WELD are to:

- Create a clear pathway from the classroom to a career for high school students
- Expand programmatic access to welding technology for both traditional and non-traditional college students
- Establish a local point of partnership so that local employers can better provide programmatic feedback, sponsor or donate equipment and materials for the purpose of training, and engage students in work-based learning, internship, and provide part and full-time employment opportunities.

The complete, employer-approved Project WELD Proposal, including data (I) Demonstrating Need, a detailed (II) Program Plan, (III) Description of Partnership, (IV) Budget, (V) Sustainability, and (VI) Acknowledgment of Economic Status, can be found in the following pages.

I. DEMONSTRATION OF NEED

Labor Demand

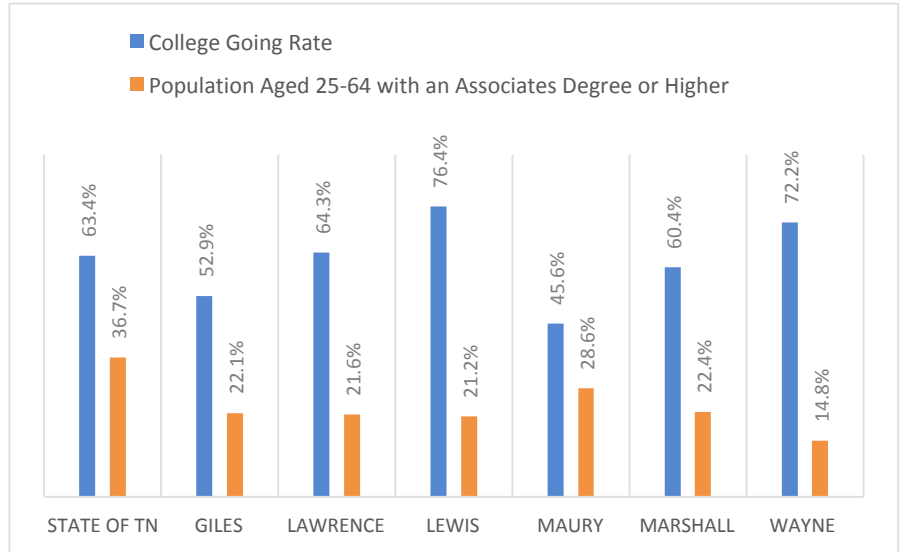
According to the 2019 Academic and Supply Occupational Demand Report, the welding occupation is a high demand career in all nine of the Tennessee regions. The Bureau of Labor Statistics reports that the employment of welders, and those in similar professions, in the United States is expected to grow 6 percent between 2016 and 2026, all while much of the welding workforce is approaching retirement age. Nationally, the U.S. Department of Labor reports that the average age of welders is fifty-four (54). Cindy Wehl of the American Welding Society reports that welders are “retiring at twice the pace that new welders are coming.” Locally, TCAT-Pulaski awards between twenty (20) and thirty (30) combination welder diplomas each year to replace the twenty-five (25) welders that retire each year in southern middle Tennessee. Throughout the region, however, ninety (90) new positions are added in this same time (Jobs4TN). In Lawrence County, members of industry are expected to see an increase in the employment demand for welding positions over the next five (5) years to total more than two hundred (200) new jobs. For this reason, job prospects for citizens with welding technology diplomas or industry standard certifications, like the American Welding Society (AWS) certification, are abundant. Not only are these jobs abundant and available, but each welding position pays 76 percent greater than the average per capita income for the Lawrence County, TN labor shed. The average entry-level hourly rate for welding for the forty-county area known as Middle Tennessee Region is \$14.53 with an annual wage of \$34,969 (2017 Middle Tennessee Wage & Benefit Industrial Survey). The average wage for mid-level welders climbs to \$18.25 per hour. According to a local industry survey conducted in August 2019, more than fifty percent of companies maintain an average welding wage of \$18-\$21 per hour.

In order to fulfill the regional demand for welders and increase the per capita market income, Lawrence County is working to expand the regional pipeline of employees with welding skills for these high-wage jobs. The implementation of Project WELD will feed that pipeline.

Drive to 55 Goals

Project WELD is designed to support the Drive to 55 in several ways, including dual enrollment opportunities for high school students, local access to the Tennessee combination

welder diploma for traditional and non-traditional students, and the offering of the American Welding Society (AWS) Industry Certification. In 2025, it is expected that Tennessee students will earn 79,299 postsecondary credentials, an 11.5 percent increase from the 71,143



credentials earned in 2016. Although degree production is expected to increase substantially during the projection period, additional growth is needed to reach the Drive to 55 initiative goals. As displayed in the chart (right), the percentage of people in Lawrence County’s labor shed with an associate’s degree or higher is beneath the State of Tennessee’s average. Even as our community boasts a higher-than-average College Going Rate, it is not enough to meet the Drive to 55. By implementing Project WELD, Lawrence County and the surrounding area will have better, more flexible access to high-demand and relevant post-secondary credentials. This access, paired with available job opportunities, will cause an increase in traditional and nontraditional student enrollment leading to a Combination Welder Diploma or an AWS Certification. Therefore, Project WELD is the best effort to meet the Drive to 55 locally, all while providing local businesses and industries with workers they need to meet their labor demands.

Dual Enrollment for High School Students

Currently at Lawrence County High School (LCHS) the welding classes are at or over capacity. With maximum target enrollment of eighteen (18) students per class, the instructor often sees enrollment of twenty (20) students—nearly eighty (80) students daily. The welding lab at LCHS is not prepared to meet these capacities as there are now only eight (8) welding bays to meet this demand. With the addition of more bays, the instructor can better serve students with a modern, industry-standard lab with industry-standard equipment. Within the

secondary-level program, students are currently given the opportunity to earn dual enrollment credit through TCAT-Pulaski (See **Exhibit F**). Dual-enrolled students can currently earn up to 309 hours of credit, which is the equivalent to completing about 30 percent of TCAT's welding certificate. By participating in this dual enrollment opportunity, LCHS students are fulfilling their Early Post-Secondary Opportunity (EPSO) criteria. EPSO opportunities are designed to allow students to earn postsecondary credits while in high school, become familiar with postsecondary rigor and career expectations, develop confidence and skills for success in college and the career of choice, make informed postsecondary and career decisions, and decrease the time and cost of completing a certificate or degree prior to entering the workplace. If Project WELD is funded, dual-enrolled students not completing the combination welder diploma before high school graduation will be able to continue their post-secondary education in the same state of the art welding lab taught by the same instructor. This level of consistency and continuity will increase the program completion rate as students gain local access to a familiar local facility and a local instructor that can provide accountability.

Traditional & Non-Traditional Student Access

The program provided by Project WELD will be accessible in the evening hours for traditional students taking advantage of the Tennessee Promise after graduating high school and non-traditional students, age 25 or above, taking advantage of the Tennessee Reconnect. Because this program is an evening program, a greater range of the population can be accessed as course flexibility allows both part and full-time enrollment. The program is designed to meet students where they are, for instance:

- Individuals who are seeking a career change, but cannot enroll in a daytime program
- Current workers seeking certification for career advancement
- Job seekers needing additional skills to meet employer demands
- Traditional students interested only in evening coursework

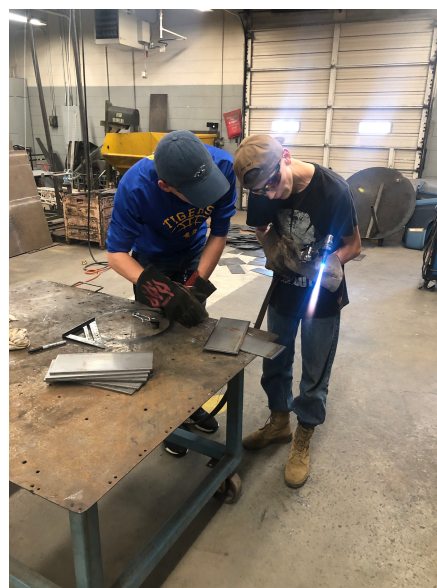
Lawrence County Schools (LCSS) currently partners with TCAT-Pulaski to offer a similar program that has been wildly successful. Loretto High School's welding program offers dual enrollment opportunities for high school students and an adult program that serves students that have previously earned dual credit through this partnership. However, the program is limited to only

those students who have graduated the previous school year from Loretto High School. Therefore, this opportunity is not available for the entire Project WELD target population. Project WELD provides citizens of Lawrence County and the greater Lawrence County region with traditional and non-traditional programmatic access to successfully earn a welding diploma and enter the workplace with a post-secondary credential.

Industry Certifications: AWS

In the welding industry, there is a growing demand for individuals having cloud networking engineering skills. According to the TN Department of Education, one of the best ways to advance a welding career is by earning a specialized certification. Project WELD will expose and develop students to this changing industry standard and will prepare students for American Welding Society (AWS) certification. This certification affords welders the opportunity to validate their expertise of working on cloud integration projects. This opens up opportunities such as higher wages, higher-level job opportunities, and leadership roles within a company. AWS offers nine different certification categories, from welding engineers and educators to fabricators and radiographic interpreters. If Project WELD is funded, this Instructional Service Center for Welding Technology will become the third accredited testing site in Tennessee. The existing two sites are in East Tennessee; therefore, this would provide a hub for welding professionals to earn their certification in Middle Tennessee.

Project WELD offers an additional means of meeting the Drive to 55 in Middle Tennessee by providing students with an Early Post-Secondary Opportunity locally and providing access to another, more traditional, pathway for citizens to earn a post-secondary credential.



II. PROGRAM PLAN

Project Overview

Project WELD is designed to provide greater access to welding education, exposure to high-demand, high skilled welding careers, and improve the overall student



participation in and perception of welding as a profession. This can be accomplished by providing a high-tech classroom that better resembles the modern manufacturing environment found in local industries, rather than that of a traditional “shop class.” The current facility has not been remodeled since the Lawrence County Vocational Center at LCHS was established in the 1970s. To best meet industry demand and the Project WELD goals, the

classroom space must be outfitted with the correct equipment in an optimal configuration; meaning the tangible objectives of this project include:

- Rehabilitation of the welding lab (upgrading electric infrastructure, floors, lighting, ventilation)
- Reconfiguration of the welding lab (updating classroom layout to meet safety and capacity needs)
- Purchase of new welding machines
- Purchase of welding supplies and material
- Hiring of an adjunct welding instructor
- Conducting programmatic review for training efficacy

These objectives, namely, the classroom reconfiguration, equipment purchase, hiring of adjunct welding instructor for evening programming, and programmatic standards review process have been vetted and approved by all Project WELD partners in a collaborative effort to ensure sustainable success.

Capital Costs

Evers Construction, a local contractor with industrial construction experience and a company in need of welders, has provided a rehabilitation & reconfiguration estimate for the welding lab at Lawrence County High School. Evers estimates that this project will cost \$300,924.00. The detailed cost estimate, along with the current and future configuration of the welding lab, is attached as **Exhibit A**.

Lincoln Electric, an original equipment manufacturer of welding machines, materials,

and supplies, provides service to many area welding-intensive manufacturers. Lincoln estimates the cost of outfitting the new welding lab at Lawrence County High School to be \$142,374. In addition to this partnership, Lincoln will offer professional development to the welding instructor at their welding lab in Atlanta, Georgia free of charge. A detailed budgetary estimate can be found attached as **Exhibit B**.

Objectives for Each Phase

As displayed below, Project WELD will be accomplished in three (3) phases:

1. Rehabilitation & Reconfiguration
 - a. If awarded, local contractors who have experience with such renovations estimate the welding lab at Lawrence County High School can be remodeled and reconfigured in four (4) to six (6) weeks.
2. Equipment Installation
 - a. If awarded, we will be able to order the selected equipment, material, and supplies upon start of construction and complete installation as early as six (6) weeks after the order is confirmed.
3. Program Implementation
 - a. If awarded, and upon TBR Site Approval, Project WELD's evening program component will begin in Summer 2020.

Labor Education Alignment & the Drive to 55

Project WELD will increase the existing number of certified welders in Lawrence County and the surrounding area. Currently the Lawrence County High School welding program has eight (8) welding bays. With this expansion, it will be able to house twenty-two (22) bays. This allows the high school program to accommodate more students to earn hours toward dual enrollment opportunities and to complete certifications. At present, 70% of students are dual enrolled in the welding program at LCHS. At this rate, we can expect 56 students to earn credit hours towards their welding certificate each year. Additionally, the evening program will open up a brand-new opportunity for the population to earn a post-secondary credential. Based on evening program



enrollment for welding at TCAT-Pulaski, the estimated number of students who will complete the evening program annually is projected to be twenty (20) to forty (40) students. With TCAT-Pulaski's support, Project WELD can support dual enrollment of up to eighty (80) students each year and up to twenty (20) students each trimester.

Serving Underrepresented Student Groups

The student body at Lawrence County High School, and the demographic makeup of Lawrence County as a whole, is average for rural Tennessee. Ninety percent (90%) of the student population is white with ten percent (10%) being comprised of minorities. In addition, the student body is evenly split between male and female students. Currently, females account



for only 4.4 percent of the welding class population at Lawrence County High School. As such, there is definite room for growth when considering females in welding at the high school level; this is also true in the industry itself. In order to recruit the female population, it is imperative to expose them to career opportunities in welding at an earlier age. Today, Lawrence County's middle school population tours all Career & Technical Education programs. LCHS's welding instructor, Lee Sisk, is pictured left teaching a middle school student about his welding program on a welding simulator at a CTE Program

discovery event. Among students, specifically those underrepresented in the welding profession, Project WELD will change the perception of welding-intensive careers as both aesthetic and technologic improvements are made to the welding lab.

Project WELD builds upon LCSS's new career assessment initiatives that are designed to give 5th and 8th graders the opportunity to test aptitude, interests, and skills in order to make an informed decision on which Career & Technical Education pathway to pursue. These assessments are a key component in recruiting the female population as Project WELD is implemented as, together, students better understand that welding isn't just a profession for

men and isn't just a "shop class", but a high-wage, high-skilled advanced manufacturing career for everyone.

Another underrepresented student group that will have access to Project WELD is the impoverished and economically disadvantaged student population. Lawrence County High School has a 53.88% free and reduced lunch rate. Meaning that over half of the students fall within the income guidelines to receive those benefits. Two primary barriers to higher education in Lawrence County is geographic access due to distance and lack of means of transportation and the financing of higher education. Drive to 55 initiatives, like the TN Promise, TN Reconnect, and other grant programs, like the Wilder Naifeh Grant, have eliminated the financial barriers to higher education, but geographic access remains an issue for rural Tennessee. Project WELD will serve as the first post-secondary welding program available for out of school youth, young adults, traditional and non-traditional students alike in Lawrence County; thereby, eliminating the geographic access issues brought on by limited means of transportation.

Governance & Accountability

All major administrative decisions concerning policy and personnel for Project WELD shall be brought to the Advisory Team. The Advisory Team consists of AOC Metal Works, Craig Manufacturing, Diverse Fabrication, Evers Construction, Mity Inc., other welding-intensive industries and the Program Director. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Program Director will oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the operations of the program. If partners cannot come to a mutual agreement, Tennessee College of Applied Technology- Pulaski will have the final decision-making authority.

Work-Based Learning (WBL) Program

In the 2018-2019 school year, Lawrence County Schools launched the *Work Ethics Matter Campaign* that focuses on developing a student's habits surround attendance, living a drug-free lifestyle, a positive attitude, and being a team player. This initiative was launched as

a result of industry feedback and the understanding that real world, hands on experience that compliments a good work ethic is a requirement set by employers for any job a worker may pursue. Work-Based Learning opportunities in our education system are a key component of instilling that work ethic while facilitating hands on experience, and serves as the capstone for all LCSS CTE Programs. The current WBL enrollment at LCHS is composed of a population that is ninety-two (92%) Caucasian, seventy-seven percent (77%) female, and fifty percent (50%) of students economically disadvantaged. There are currently no English Language Learners, or students with disabilities.

Another component of the Work Ethics Matter Campaign is the Work Ethics Distinction Diploma. Throughout the year, seniors have the ability to earn points towards earning this distinction. In order to earn points, students must create a portfolio that includes a resume, evidence of community service or employment, successfully completing an internship or work-based learning opportunity, earning dual credit or an industry certification, and their academic record (attendance, GPA, test scores, etc.). The primary goals of this distinction are to better expose students to available career opportunities and enable the building of relationships between students and future employers. The Project WELD industry partners have committed to offering a comparable, if not exact, work-based learning or internship opportunity as part of their commitment to this program (See **Exhibit C**).

In order to drive the WBL program, LCSS recently hired a Workforce Development Coordinator that serves as the central point of contact for businesses, industries, and schools. These parties use tools from the Work-Based Learning Toolbox, including the employer recruitment letter and satisfaction survey, to introduce and assess the program's success. Project WELD has already helped the Workforce Development Coordinator gain access to more industry prospects as growth of the program shifts its focus to welding opportunities. Additionally, WBL will provide students with credit towards the number of hours required to earn the combination welder diploma at TCAT-Pulaski.

Today, LCSS offers four (4) industry certifications to its students including OSHA 10, Certified Nursing Assistant (CNA), Microsoft Office Suite (MOS), and Maintenance & Light

Repair (MLR). In 2018-2019, students earned 1,013 industry certifications. Project WELD adds the AWS certification to this suite of industry certifications.

Role of Equipment

The process of choosing equipment for the proposed Project WELD expansion came after meeting to discuss the GIVE grant and the Project WELD opportunity. Following the meeting, a survey was sent to participating welding-intensive industries asking for types and brands of equipment that are used in their facilities. The survey identified specific operations of each local industry, and after analyzing the results, it was determined that students need to be trained on multipurpose welders and equipment. As such, local industries connected the Project WELD team to Lincoln Electric for the purpose of identifying and budgeting for the equipment. Lincoln, working with TCAT-Pulaski and LCHS, has provided a proposal for equipment purchase (**Exhibit B**).

III. DESCRIPTION OF PARTNERSHIPS

Educational Partners.

In 2017-2018, the total enrollment for Tennessee College of Applied Technology—Pulaski was 1,013. Of that, thirty nine percent students were from Lawrence County. When looking specifically at the welding program, twenty (20) students graduated with sixty percent of students receiving diplomas and forty percent earning certificates in a welding specialty. The job placement rate for those students was eighty-nine percent.

Lawrence County Schools has a total enrollment of 6,480 students. 2,013 students of LCSS's enrollment can be accounted for within local secondary schools. Enrollment in Career & Technical Education programs is high due to the number of programs offered. In fact, three out of every five (sixty percent) of students in Lawrence County graduate with a CTE concentration, meaning that most graduates are equipped to enter the workplace with a skilled trade. At Lawrence County High School, there are 1,090 students. The following programs are offered at LCHS: Advanced Manufacturing (Welding), Agriculture, Architecture & Construction, Automotive, Business, Cosmetology, Digital Design, Health Science, Human Services, Project Lead the Way, TCAT Plumbing & Electrical. The current welding enrollment is 141 for the 2019-

2020 school year. Meaning, 6.5 percent of students at LCHS are enrolled in the welding program. If Project WELD is implemented, more students will have the opportunity to enroll in this program and, therefore, will be exposed to welding as a profession.

The partnership between TTC-Pulaski (Lawrenceburg Instructional Center) and Lawrence County High School can be traced back to September 2000 with the Machine Tool Technology program and Industrial Maintenance Technology. In 2008, TTC-Pulaski began dual enrolling students in the Residential, Wiring, and Plumbing program in both Lawrence County High School and Loretto High School. In August 2007, Welding was added as a dual enrollment program at Loretto High School. Finally, in August 2018 Welding was added as a dual enrollment program at Lawrence County High School.

The addition of the welding technology program as a dual enrollment opportunity at LCHS is the most recent addition to the longstanding partnership between TCAT-Pulaski and Lawrence County Schools. Project WELD builds upon this most recent opportunity to expand an effective partnership to a greater demographic.

Economic Development Partners

The Lawrence County Chamber of Commerce is the designated economic development organization in Lawrence County. Its mission is to improve the quality of life for the citizens of the greater Lawrence County region by promoting economic & community development, tourism marketing, and workforce development. The Chamber is not only the designated point of contact for local businesses & industries interested in its mission, but also serves as the local point of contact for state and federal partners with an interest in infrastructure, utilities, education, business development, and other issues surrounding rural development.

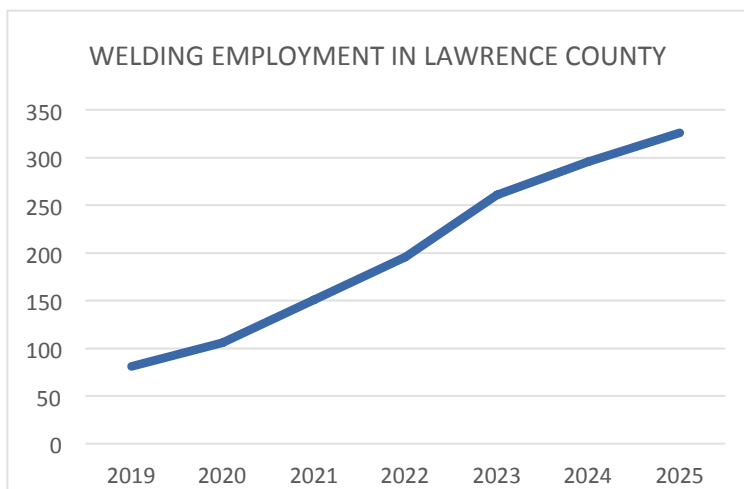
The Chamber has worked with both new and existing companies, and other economic development partners, to announce the creation of more than 800 new jobs in Lawrence County since 2016. These companies included two national headquarters, warehouse & distribution operations, 3D printing and prototyping companies, and construction equipment suppliers.

With regard to Project WELD, the Chamber is serving as the lead applicant because the organization serves as the bridge between local schools, post-secondary educational

institutions, and area businesses. Project WELD was developed after considering the five target markets the Chamber works to promote and foster for the purpose of existing industry service, business recruitment, and local curriculum development. This proposal serves to bolster the sector with the highest growth and career sustainability: Advanced Manufacturing. Welding technology is the largest program within the Advanced Manufacturing cluster and, traditionally, has one of the highest job placement rates among both secondary and post-secondary training programs. For this reason, the Lawrence County Chamber of Commerce is proud to sponsor, support, and execute Project WELD as the model program for the Governor’s Investment in Vocational Education.

Industry Partners

Project WELD’s success is dependent upon local industry partnership. Businesses value and understand the need for quality education, and the school system values the feedback from industry as, together, we develop talent. The primary industry partners for Project WELD are: Advanced Design Solutions, AOC Metal Works, Craig Manufacturing, Evers Construction, Diverse Fabrication, and Mity Inc. Advanced Design Solutions, a Canadian auto supplier, manufactures steel shipping racks for the auto industry. AOC Metal Works is a growing metal subcontract manufacturer providing metal fabrication, stamping, and returnable racking services to various customers. Craig Manufacturing recently opened its U.S. Headquarters and first U.S. operation in Lawrenceburg. They produce steel attachments for heavy construction, forestry, mining, energy and utility equipment to original equipment manufacturers and their



regional dealer networks. Evers Construction is a leading industrial and commercial contractor in Southern Middle Tennessee. Diverse Fabrication is a multiple services metal fabrication, plasma cutting, welding, and structural services company. Mity Inc. has over 30 years experience in manufacturing modern

commercial furniture to variety of industries including churches, education, worship and hospitality. Together, these companies will hire more than two hundred (200) welders over the next five (5) years (see chart above). Letters of Support from each industry partner are attached as **Exhibit D**.

IV. BUDGET

Budget Narrative

The budget for Project WELD is comprised of a \$600,000 threshold. \$300,000 is allocated to the construction in order to rehabilitate and reconfigure the current welding facility at Lawrence County High School. \$175,000 will be used to purchase equipment, supplies, and materials for the additional bays. \$95,000 is allotted for grant administration and a stipend for an adjunct professor to conduct the evening program. Finally, nearly \$30,000 is included as a construction and equipment project contingency.

Budget Attachment

See **Exhibit E**.

V. SUSTAINABILITY

Beyond Thirty (30) Months

The sustainability of Project WELD is highly contingent upon industry partners. Partners will provide any or all of the following: safety materials (gloves, helmets, aprons, etc.), supplies (wires, electrodes, metal, etc.), and cash donations in order to support Project WELD operations. Furthermore, they will be an integral part of student success by being a part of any or all of the following:

- Offering Work-Based Learning opportunities, job shadowing, and/or internships related to Project WELD;
- Serving on the Project WELD Advisory Team;
- Communicating and collaborating with all partners about rules, expectations, and norms;
- Communicating and collaborating with school partners about curriculum and instruction;
- Establishing a collaborative relationship with partnering agencies;
- Participating in the evaluation of the GIVE program as the local and state level;
- Offering faculty/teachers opportunities for externships related to the GIVE grant project;

- Assisting the program in developing, implementing, and progressing its sustainability plan.

VI. ACKNOWLEDGEMENT OF ECONOMIC STATUS

Lawrence County Economic Status

Lawrence County is among the fastest-improving counties in Tennessee with regard to economic status. The community was last designated as an economic distressed county in 2013 as it, for many years, remained in the bottom ten percent of the nation for poverty, per capita market income, and unemployment. Since that time, Lawrence County has attracted new capital investments from both existing businesses and new companies. This, along with continued local strategic investments in secondary and post-secondary education, caused the county to move up more than 500 places in economic ranking of the more than 3,000 counties in the United States.

Today, the Appalachian Regional Commission designates Lawrence County as a transitional community. The Tennessee Department of Economic & Community Development has assigned the Tier 3 designation for the purpose incentive evaluation due to Lawrence County's proximity to the largest concentration of at-risk and distressed counties in Middle Tennessee: Wayne, Lewis, and Perry counties. While the community is, for the first time in more than a decade, not considered at-risk or distressed, Project WELD will positively impact three communities that fall within our labor shed and market area.

Conclusion

Project WELD is the next step for the longstanding partnership between TCAT-Pulaski and Lawrence County Schools. With recent jobs announcements, and more expected in the coming months, this program is essential for building Lawrence County's momentum for attracting high-wage jobs that require a skilled workforce. The Project WELD team appreciates Governor Lee's investment in vocational education and looks forward to working with the State of Tennessee in implementing this project.

EXHIBIT A

CONSTRUCTION COST ESTIMATE & LAB CONFIGURATION



1014 North Locust Avenue • Post Office Box 87 • Lawrenceburg, TN 38464

Phone 931-762-3593
866-762-3593
Fax 931-762-9459
Website www.eversconstructionco.com

August 28, 2019

Lawrence County Chamber of Commerce

**BUDGET
ONLY**

Attn: Ryan Egly Proposal Number: P5018
Re: LCHS Welding Shop Upgrade Referenced Documents: - Floor Plan Layout dated August 2019

Objective:

The objective of this estimate is to provide the owner and owner's representative(s) a budget based on the scope of work as provided and understood. The owner and owner's representative should consider the costs in this estimate to be only for budgetary and planning purposes. The project's scope is anticipated to be developed in the future, at which time ECC would greatly appreciate the opportunity to prepare a competitive based on such scope.

Scope of Work:

Demolition

- Demolish existing block walls and dividers as required.
- Clear debris related to demolition

Painting and Epoxy Work

- Epoxy-coat flooring in classroom, shop and locker room.
- Apply new paint to all walls throughout new classroom, shop and locker room areas.

Welding Stations

- Supply and install (22 ea) 4' x 5' welding booths with strip curtains & exhaust registers

Ventilation

- Supply and Install fume-control ventilation system for (22) welding booths and (2) welding tables

Separation Wall and Openings

- Install CMU classroom separation wall with 12' of window panels.
- Install large steel-frame opening(s) through existing CMU wall (Sizes T.B.D.)
- Install 4' window in existing separation wall.

Locker Room

- Demo existing locker room.
- Install new locker sections and benches.

Electrical

- Supply and install (2) two 400-amp circuit breakers in existing 208-volt 3 phase switch board.
- Supply and install (2) two 400-amp panel boards in southeast corner of welding shop.
- Supply and install (1) one 208-volt 100-amp 3 phase disconnect at (14) fourteen new welding cells.
- Supply and install (1) one conduit and 208-volt 100-amp 3 phase circuit from new panel boards to each welding cell disconnect.
- Supply and install conduit and 208-volt or 120-volt circuits as needed to shop equipment including the following
 - (1) Belt Sander
 - (2) Grinders
 - (1) Chop Saw
 - (3) Weld Tables

- (1) Iron Worker
- (1) Shear
- (1) Drill Press
- (1) Horizontal Saw
- (1) Roll in Saw
- (1) Lathe
- (1) Surface Grinder
- (1) Vertical Mill
- Supply and install (14) fourteen LED lights and (4) four switches for new classroom.
- Supply and install (4) four new convenience outlets in new classroom.

Notes and
Clarifications:

- Price is quoted at regular hourly rate, no overtime included.
- No new data wiring included in this proposal.
- Price assumes all 120-volt circuits for new classroom be fed from existing 120-volt panel board located on south wall.
- Price assumes all 120/208-volt drops to equipment be feed from existing 120-volt panel or existing bus duct.
- Price assumes bus plugs for existing 208V bus will be provided by owner.

Budgetary Pricing:

| | |
|--|---------------------|
| General Conditions: | \$51,414.00 |
| Demolition: | \$16,440.00 |
| Painting and Epoxy: | \$28,000.00 |
| Renovate locker room: | \$12,960.00 |
| (22) Welding Booths: | \$35,200.00 |
| Exhaust System for (22) Booths & (2) Tables: | \$75,000.00 |
| Separation wall and Openings: | \$20,260.00 |
| Electrical Work: | \$61,650.00 |
| Total: | \$300,924.00 |

Conditions:

| | |
|-----------------------------|--|
| Acceptance Term: | This proposal may be withdrawn by ECC if not accepted within 30 days. |
| Payment Terms: | Full payment of invoice is due within 30 days if invoice date. If project extends beyond (30) thirty days, then partial invoicing may be submitted monthly unless otherwise specified and agreed upon. |
| Superseding Agreement: | Unless otherwise mutually agreed in writing, this document is the completed agreement and no proposal or completed agreement supersedes. |
| Limitation of Liability: | ECC's liability for this project shall be limited solely to the property damage suffered by the customer to their facility or equipment as a result of the negligence of Evers Construction Company, Inc. or its employees, but said liability shall be limited to the amount of ECC's liability insurance. ECC is not liable for any incidental, consequential, or other damages which may result including, but not limited to, loss of use of the facility or equipment, lost profits, lost rents, production output, etc. |
| Work Additions: | The customer will bear all cost as the appropriate rate for any extra work requested. Additional cost may include, but not be limited to labor, materials, equipment, consumables, premium time, and mobilization. |
| Mutual Indemnification: | Customer agrees to indemnify Evers Construction and hold its employees and agents harmless from all claims for death or injury to persons (including Evers Construction's employees) and from all loss, damage or injury to property (including the equipment) arising in any manner out of Customer's negligence. Customer's duty to indemnify hereunder shall include all costs and expenses arising out of all claims of whatsoever kind or nature, including all Court and/or arbitration costs, filing fees and costs of settlement. Customer shall not be required to indemnify Evers Construction for its sole negligence but liability for damage caused by the sole negligence of Evers Construction, its agents and employees, shall be limited to the amount of Evers Construction's liability insurance. Evers Construction agrees to indemnify Customer and hold its employees and agents harmless from all claims for death or injury to persons (including Customer's employees) and from all loss, damage or injury to property (including the equipment) arising in any manner out of Evers Construction's negligence. Evers Construction's duty to indemnify hereunder shall include all costs and expenses arising out of all claims of whatsoever kind or nature, including all Court and/or arbitration costs, filing fees and costs of settlement. Evers Construction shall not be required to indemnify Customer for its sole negligence but liability for damage caused by the sole negligence of Customer, its agents and employees shall be limited to the amount of Customer's liability insurance. |

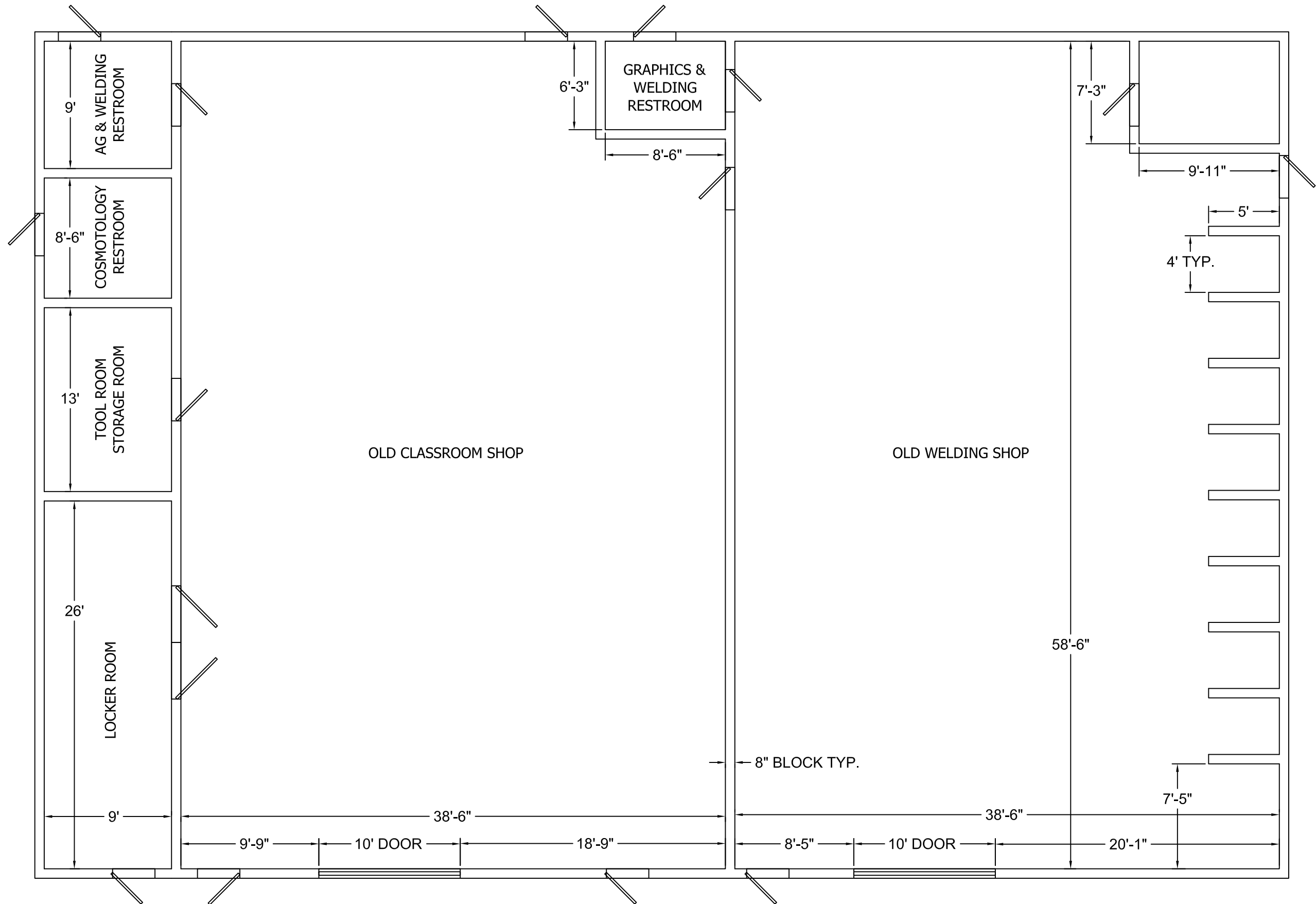
Acceptance: The above pricing, terms, and conditions are satisfactory and hereby accepted.

Evers Construction Company, Inc.
Representative:

Signature:
Keith Casteel
Mechanical Construction Manager
kcasteel@eversconstructionco.com
(931) 762-3593 ex: 140

Customer Representative:

Signature:
Name
Title
Email
Office Phone



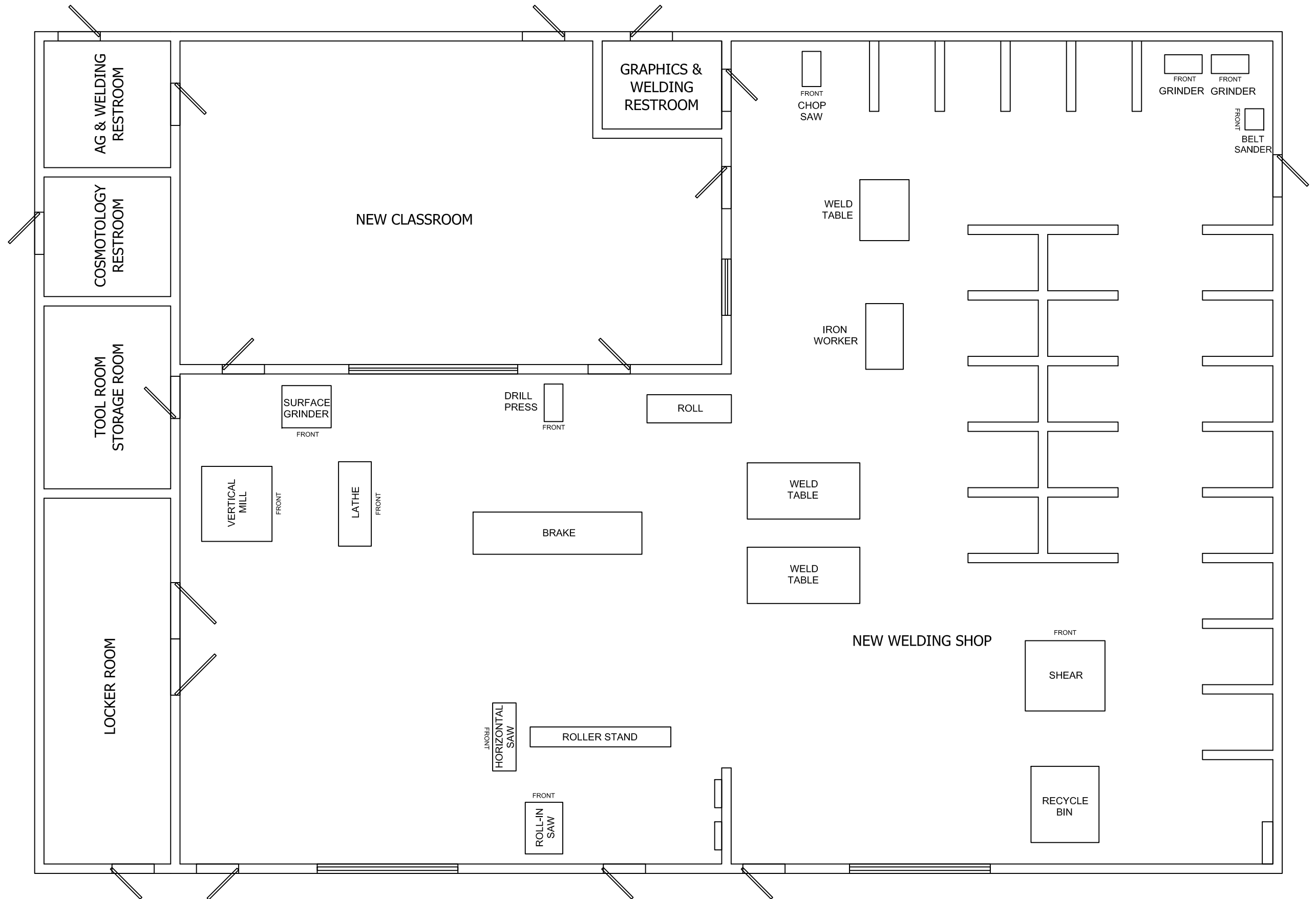


EXHIBIT B

EQUIPMENT COST ESTIMATE



THE LINCOLN ELECTRIC COMPANY

2100 Thornton Road • Lithia Springs, GA • U.S.A Tel: +1 (888)935-3860 • Fax: +1 (678)934-0592

September 5, 2019

Hope McDow
Workforce Development Coordinator
Lawrence County Chamber of Commerce
25B Public Square, Lawrenceburg, TN 38464

Hope,

Attached is budgetary pricing for the new school proposal in Lawrenceburg, TN per your request.

| | | | | | |
|---------|---|----|---------------------------------------|-------------|--------------|
| K3946-2 | 4 | EA | ASPECT 375 READY-PAK | \$7,910.00 | \$31,640.00 |
| K3438-1 | 4 | EA | FLEXTEC 350X STANDARD/LF-72 ONE-PAK | \$6,294.00 | \$25,176.00 |
| K2269-1 | 8 | EA | INVERTEC V275-S | \$2,790.00 | \$22,320.00 |
| K3187-2 | 2 | EA | POWERWAVE S-500/PF-84 READY PAK | \$14,299.00 | \$28,598.00 |
| K2774-4 | 4 | EA | POWERWAVE C300 READY-PAK, EDUCATIONAL | \$8,660.00 | \$34,640.00 |
| K3059-4 | 4 | EA | INVERTER AND WIRE FEEDER CART | \$724.88 | \$2,899.52 |
| | | | | | \$145,273.52 |

Sincerely,

John Kahl, CWI
Sales Engineer
Nashville Sales Office

EXHIBIT C

MEMORANDUMS OF UNDERSTANDING

Memorandum of Understanding
between
Tennessee College of Applied Technology - Pulaski
and
Advanced Design Solutions Inc.

This Memorandum of Understanding (MOU) sets forth the terms and understanding of Advanced Design Solutions Inc., which is providing support to the Project WELD Proposal as submitted to the Governor's Investment in Vocational Education (GIVE) grant program.

Partner name: Tennessee College of Applied Technology- Pulaski
Partner Representative: Mike Whitehead
Position: President
Address: 1233 E College St. Pulaski, TN 38478
Telephone: 931-424-2420
Email: Mike.Whitehead@tcatpulaski.edu

Partner Name: Advanced Design Solutions Inc.
Partner Representative: Mark Booker
Position: President
Address: 100 Hicks St, Lawrenceburg, TN
Telephone: (248) 953-5713
Email: mbooker@advancedds.ca

Purpose:

The purpose of the MOU is to establish an agreement between the above mentioned parties concerning their respective roles and responsibilities for implementation of Project WELD the Governor's Investment in Vocational Education (GIVE) grant program.

This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE program including the cultivation of potential industry partners, program promotion and marketing, and program evaluation.

GIVE Grant Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the **establishment and maintenance of the GIVE program, it is important that all partners to the MOU** share a collective vision for the program and have a common understanding as to the scope and purpose of the program. The description provided under the section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project.

Duties of Parties:

In this section, the responsibilities and agreements of each party is described separately:

For the **lead agency, Tennessee College of Applied Technology- Pulaski**, the responsibilities and agreements could include:

- ☐ Serve as the fiscal agent for the grant;
- ☐ Provide needed support including office space, telephone space, telephone use, and computer use for project staff;
- ☐ Provide classroom space and all other appropriate space to accommodate the program;
- ☐ Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE project budget;
- ☐ Support staff in trainings and professional development opportunities in areas related to programming and issues;
- ☐ Participate in the evaluation of the program at the local and state level,
- ☐ Complete paperwork related to any association with the program;
- ☐ Provide access to assessment and other available data for the purposes of program evaluation;
- ☐ Assist the program in developing, implementing, and making progress on its sustainability plan;
- ☐ Recruit and refer students, faculty, and industry to the program;
- ☐ Participate on the Advisory Team.

For a **community partner**, Advanced Design Solutions Inc., the following may apply:

- ☐ Participate on the Project WELD Advisory Team
- ☐ Communicate and collaborate with all partners about rules, expectations, and norms;
- ☐ Communicate and collaborate with school partners about curriculum and instruction;
- ☐ Establish a collaborative relationship with partnering agencies;
- ☐ Complete paperwork, as requested, related to and associated with the GIVE program;
- ☐ Participate in the evaluation of the GIVE program as the local and state level;
- ☐ Offer students opportunities for work-based learning, job shadowing, and/or internships related to Project WELD;
- ☐ Offer faculty/teachers opportunities for externships related to the GIVE grant project;
- ☐ Assist the program in developing, implementing, and progressing its sustainability plan.

Meetings:

All major administrative decisions concerning policy and personnel of the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of (list partners) and the Program Director. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Program Director will oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the

operations of the program. If partners cannot come to a mutual agreement, Tennessee College of Applied Technology- Pulaski will have the final decision-making authority.

Funding

In addition, partners will provide (check appropriate contributions and list monetary value below):

- ☐ Safety Materials (gloves, helmets, aprons, etc.): Valued at \$ _5,000_ each year
- ☐ Supplies (wires, electrodes, metal, etc.): Valued at \$ _15,000_ each year
- ☐ Cash Donation to support Project WELD Operations: Valued at \$ _____ each year

Duration

The agreement is for a period of **30 months** from the execution of a grant contract with a preference to extend into a long-term affiliation to address skills gaps and local workforce needs.

Procedures for Modification and Termination


- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one of more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.

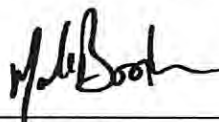


Mike Whitehead

President

TN College of Applied Technology-Pulaski

Date:



Mark Booker

President

Advanced Design Solutions Inc.

Date: August 31, 2019

Memorandum of Understanding
between
Tennessee College of Applied Technology - Pulaski
and
[Craig Manufacturing USA]

This Memorandum of Understanding (MOU) sets forth the terms and understanding of [Craig Manufacturing], which is providing support to the Project WELD Proposal as submitted to the Governor's Investment In Vocational Education (GIVE) grant program.

Partner name: Tennessee College of Applied Technology- Pulaski
Partner Representative: Mike Whitehead
Position: President
Address: 1233 E College St. Pulaski, TN 38478
Telephone: 931-424-2420
Email: Mike.Whitehead@tcapulaski.edu

Partner Name: Craig Manufacturing USA
Partner Representative: Les Harding
Position: Vice President – USA Manufacturing
Address: 408 Commerce Way Ethridge, TN 38456
Telephone: 931.614.0440
Email: lharding@craigattachments.com

Purpose:

The purpose of the MOU is to establish an agreement between the above mentioned parties concerning their respective roles and responsibilities for implementation of Project WELD the Governor's Investment In Vocational Education (GIVE) grant program.

This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE program including the cultivation of potential industry partners, program promotion and marketing, and program evaluation.

GIVE Grant Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program. The description provided under the section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project.

Duties of Parties:

In this section, the responsibilities and agreements of each party is described separately:

For the lead agency, Tennessee College of Applied Technology- Pulaski, the responsibilities and agreements could include:

- ☐ Serve as the fiscal agent for the grant;
- ☐ Provide needed support including office space, telephone space, telephone use, and computer use for project staff;
- ☐ Provide classroom space and all other appropriate space to accommodate the program;
- ☐ Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE project budget;
- ☐ Support staff in trainings and professional development opportunities in areas related to programming and issues;
- ☐ Participate in the evaluation of the program at the local and state level;
- ☐ Complete paperwork related to any association with the program;
- ☐ Provide access to assessment and other available data for the purposes of program evaluation;
- ☐ Assist the program in developing, implementing, and making progress on its sustainability plan;
- ☐ Recruit and refer students, faculty, and industry to the program;
- ☐ Participate on the Advisory Team.

For a community partner, [Craig Manufacturing USA], the following may apply:

- ☒ Participate on the Project WELD Advisory Team
- ☒ Communicate and collaborate with all partners about rules, expectations, and norms;
- ☒ Communicate and collaborate with school partners about curriculum and instruction;
- ☒ Establish a collaborative relationship with partnering agencies;
- ☒ Complete paperwork, as requested, related to and associated with the GIVE program;
- ☒ Participate in the evaluation of the GIVE program at the local and state level;
- ☒ Offer students opportunities for work-based learning, job shadowing, and/or internships related to Project WELD;
- ☒ Offer faculty/teachers opportunities for externships related to the GIVE grant project;
- ☒ Assist the program in developing, implementing, and progressing its sustainability plan.

Meetings:

All major administrative decisions concerning policy and personnel of the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of (list partners) and the Program Director. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Program Director will oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the

operations of the program. If partners cannot come to a mutual agreement, Tennessee College of Applied Technology- Pulaski will have the final decision-making authority.

Funding

In addition, partners will provide (check appropriate contributions and list monetary value below):

- ☒ Safety Materials (gloves, helmets, aprons, etc.): Valued at \$400.00 each year
- ☒ Supplies (wires, electrodes, metal, etc.): Valued at \$1600.00 each year
- ☐ Cash Donation to support Project WELD Operations: Valued at \$_____ each year

Duration

The agreement is for a period of 30 months from the execution of a grant contract with a preference to extend into a long-term affiliation to address skills gaps and local workforce needs.

Procedures for Modification and Termination

- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one of more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.



Mike Whitehead

President

TN College of Applied Technology-Pulaski

Date:



[Les Harding]

[Vice President-USA Manufacturing]

[Craig Manufacturing USA]

Date: Sept 4, 2019

Memorandum of Understanding
between
Tennessee College of Applied Technology - Pulaski
and
DIVERSE FABRICATION, LLC

This Memorandum of Understanding (MOU) sets forth the terms and understanding of DIVERSE FABRICATION, LLC, which is providing support to the Project WELD Proposal as submitted to the Governor's Investment in Vocational Education (GIVE) grant program.

Partner name: Tennessee College of Applied Technology- Pulaski
Partner Representative: Mike Whitehead
Position: President
Address: 1233 E College St. Pulaski, TN 38478
Telephone: 931-424-2420
Email: Mike.Whitehead@tcatpulaski.edu

Partner Name: DIVERSE FABRICATION, LLC
Partner Representative: JEFF MCINTYRE
Position: OWNER
Address: 110 EAST COMMERCE ST. LORETTO, TN 38469
Telephone: 931-853-5300
Email: jeff@diversefab.com

Purpose:

The purpose of the MOU is to establish an agreement between the above mentioned parties concerning their respective roles and responsibilities for implementation of Project WELD the Governor's Investment in Vocational Education (GIVE) grant program.

This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE program including the cultivation of potential industry partners, program promotion and marketing, and program evaluation.

GIVE Grant Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program. The description provided under the section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project.

Duties of Parties:

In this section, the responsibilities and agreements of each party is described separately:

For the **lead agency, Tennessee College of Applied Technology- Pulaski**, the responsibilities and agreements could include:

- ☐ Serve as the fiscal agent for the grant;
- ☐ Provide needed support including office space, telephone space, telephone use, and computer use for project staff;
- ☐ Provide classroom space and all other appropriate space to accommodate the program;
- ☐ Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE project budget;
- ☐ Support staff in trainings and professional development opportunities in areas related to programming and issues;
- ☐ Participate in the evaluation of the program at the local and state level,
- ☐ Complete paperwork related to any association with the program;
- ☐ Provide access to assessment and other available data for the purposes of program evaluation;
- ☐ Assist the program in developing, implementing, and making progress on its sustainability plan;
- ☐ Recruit and refer students, faculty, and industry to the program;
- ☐ Participate on the Advisory Team.

For a **community partner, DIVERSE FABRICATION, LLC**, the following may apply:

- ☐ Participate on the Project WELD Advisory Team
- ☐ Communicate and collaborate with all partners about rules, expectations, and norms;
- ☐ Communicate and collaborate with school partners about curriculum and instruction;
- ☐ Establish a collaborative relationship with partnering agencies;
- ☐ Complete paperwork, as requested, related to and associated with the GIVE program;
- ☐ Participate in the evaluation of the GIVE program as the local and state level;
- ☐ Offer students opportunities for work-based learning, job shadowing, and/or internships related to Project WELD;
- ☐ Offer faculty/teachers opportunities for externships related to the GIVE grant project;
- ☐ Assist the program in developing, implementing, and progressing its sustainability plan.

Meetings:

All major administrative decisions concerning policy and personnel of the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of (list partners) and the Program Director. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Program Director will oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the

operations of the program. If partners cannot come to a mutual agreement, Tennessee College of Applied Technology- Pulaski will have the final decision-making authority.

Funding

In addition, partners will provide (check appropriate contributions and list monetary value below):

- ☐ Safety Materials (gloves, helmets, aprons, etc.): Valued at \$ 300.00 each year
- ☐ Supplies (wires, electrodes, metal, etc.): Valued at \$ 300.00 each year
- ☐ Cash Donation to support Project WELD Operations: Valued at \$ 300.00 each year

Duration

The agreement is for a period of 30 months from the execution of a grant contract with a preference to extend into a long-term affiliation to address skills gaps and local workforce needs.

Procedures for Modification and Termination

- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one of more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.



Mike Whitehead

President

TN College of Applied Technology-Pulaski

Date:



JEFF MCINTYRE

OWNER

DIVERSE FABRICATION, LLC

Date: 9-4-2019

Memorandum of Understanding
between
Tennessee College of Applied Technology - Pulaski
and
Evers Construction Co., Inc.

This Memorandum of Understanding (MOU) sets forth the terms and understanding of Evers Construction Co., Inc., which is providing support to the Project WELD Proposal as submitted to the Governor's Investment in Vocational Education (GIVE) grant program.

Partner name: Tennessee College of Applied Technology- Pulaski
Partner Representative: Mike Whitehead
Position: President
Address: 1233 E College St. Pulaski, TN 38478
Telephone: 931-424-2420
Email: Mike.Whitehead@tcatpulaski.edu

Partner Name: Evers Construction Co., Inc.
Partner Representative: Clint Evers
Position: Operations Manager
Address: 1014 N Locust Ave, Lawrenceburg, TN 38464
Telephone: (931) 762-3593
Email: cevers@eversconstructionco.com

Purpose:

The purpose of the MOU is to establish an agreement between the above mentioned parties concerning their respective roles and responsibilities for implementation of Project WELD the Governor's Investment in Vocational Education (GIVE) grant program.

This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE program including the cultivation of potential industry partners, program promotion and marketing, and program evaluation.

GIVE Grant Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program. The description provided under the section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project.

Duties of Parties:

In this section, the responsibilities and agreements of each party is described separately:

For the lead agency, Tennessee College of Applied Technology- Pulaski, the responsibilities and agreements could include:

- ☐ Serve as the fiscal agent for the grant;
- ☐ Provide needed support including office space, telephone space, telephone use, and computer use for project staff;
- ☐ Provide classroom space and all other appropriate space to accommodate the program;
- ☐ Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE project budget;
- ☐ Support staff in trainings and professional development opportunities in areas related to programming and issues;
- ☐ Participate in the evaluation of the program at the local and state level,
- ☐ Complete paperwork related to any association with the program;
- ☐ Provide access to assessment and other available data for the purposes of program evaluation;
- ☐ Assist the program in developing, implementing, and making progress on its sustainability plan;
- ☐ Recruit and refer students, faculty, and industry to the program;
- ☐ Participate on the Advisory Team.

For a **community partner, Evers Construction Co., Inc.**, the following may apply:

- ☐ Participate on the Project WELD Advisory Team
- ☐ Communicate and collaborate with all partners about rules, expectations, and norms;
- ☐ Communicate and collaborate with school partners about curriculum and instruction;
- ☐ Establish a collaborative relationship with partnering agencies;
- ☐ Complete paperwork, as requested, related to and associated with the GIVE program;
- ☐ Participate in the evaluation of the GIVE program as the local and state level;
- ☐ Offer students opportunities for work-based learning, job shadowing, and/or internships related to Project WELD;
- ☐ Offer faculty/teachers opportunities for externships related to the GIVE grant project;
- ☐ Assist the program in developing, implementing, and progressing its sustainability plan.

Meetings:

All major administrative decisions concerning policy and personnel of the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of (list partners) and the Program Director. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Program Director will oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the

operations of the program. If partners cannot come to a mutual agreement, Tennessee College of Applied Technology- Pulaski will have the final decision-making authority.

Funding

In addition, partners will provide (check appropriate contributions and list monetary value below):

- ☐ Safety Materials (gloves, helmets, aprons, etc.): Valued at \$_____ each year
- ☐ Supplies (wires, electrodes, metal, etc.): Valued at \$_____ each year
- ☐ Cash Donation to support Project WELD Operations: Valued at **\$1000.00** each year

Duration

The agreement is for a period of **30 months** from the execution of a grant contract with a preference to extend into a long-term affiliation to address skills gaps and local workforce needs.

Procedures for Modification and Termination

- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one of more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

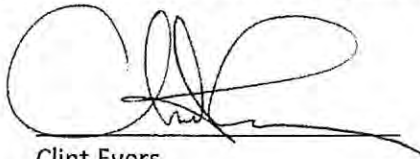
If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.



Mike Whitehead
President
TN College of Applied Technology-Pulaski
Date:



Clint Evers
Operations Manager
Evers Construction Co., Inc.
Date: 9/4/19

Memorandum of Understanding
between
Tennessee College of Applied Technology - Pulaski
Mity, Inc.

This Memorandum of Understanding (MOU) sets forth the terms and understanding of Mity, Inc. which is providing support to the Project WELD Proposal as submitted to the Governor's Investment in Vocational Education (GIVE) grant program.

Partner name: Tennessee College of Applied Technology- Pulaski
Partner Representative: Mike Whitehead
Position: President
Address: 1233 E College St. Pulaski, TN 38478
Telephone: 931-424-2420
Email: Mike.Whitehead@tcatpulaski.edu

Partner Name: Mity, Inc.
Partner Representative: Anna Welsh
Position: Human Resources/ Safety
Address: 101 Motivation Dr. Lawrenceburg, TN 38464
Telephone: 931.829.2703 x6105
Email: anna.welsh@mityinc.com

Purpose:

The purpose of the MOU is to establish an agreement between the above mentioned parties concerning their respective roles and responsibilities for implementation of Project WELD the Governor's Investment in Vocational Education (GIVE) grant program.

This agreement is to establish and coordinate joint processes and procedures for the provision of the GIVE program including the cultivation of potential industry partners, program promotion and marketing, and program evaluation.

GIVE Grant Vision and Overview

Since the MOU is intended to describe and detail how partners will contribute to the establishment and maintenance of the GIVE program, it is important that all partners to the MOU share a collective vision for the program and have a common understanding as to the scope and purpose of the program. The description provided under the section will serve as a critical framework for the program as it makes decisions on the implementation of the GIVE grant project.

Duties of Parties:

In this section, the responsibilities and agreements of each party is described separately:

For the lead agency, Tennessee College of Applied Technology- Pulaski, the responsibilities and agreements could include:

- ☐ Serve as the fiscal agent for the grant;
- ☐ Provide needed support including office space, telephone space, telephone use, and computer use for project staff;
- ☐ Provide classroom space and all other appropriate space to accommodate the program;
- ☐ Be responsible for purchasing necessary materials/supplies/equipment for designated components in accordance with the GIVE project budget;
- ☐ Support staff in trainings and professional development opportunities in areas related to programming and issues;
- ☐ Participate in the evaluation of the program at the local and state level,
- ☐ Complete paperwork related to any association with the program;
- ☐ Provide access to assessment and other available data for the purposes of program evaluation;
- ☐ Assist the program in developing, implementing, and making progress on its sustainability plan;
- ☐ Recruit and refer students, faculty, and industry to the program;
- ☐ Participate on the Advisory Team.

For a **community partner Mity, Inc.**, the following may apply:

- ☐ Participate on the Project WELD Advisory Team
- ☐ Communicate and collaborate with all partners about rules, expectations, and norms;
- ☐ Communicate and collaborate with school partners about curriculum and instruction;
- ☐ Establish a collaborative relationship with partnering agencies;
- ☐ Complete paperwork, as requested, related to and associated with the GIVE program;
- ☐ Participate in the evaluation of the GIVE program as the local and state level;
- ☐ Offer students opportunities for work-based learning, job shadowing, and/or internships related to Project WELD;
- ☐ Offer faculty/teachers opportunities for externships related to the GIVE grant project;
- ☐ Assist the program in developing, implementing, and progressing its sustainability plan.

Meetings:

All major administrative decisions concerning policy and personnel of the GIVE program shall be brought to the Advisory Team. The Advisory Team consists of (list partners) and the Program Director. Decisions will be reached by group consensus whenever possible and appropriate. The Advisory Team will meet at least two times per year, or as needed, about key decisions and issues related to successful program implementation. The Program Director will oversee and make all day-to-day decisions, in consultation with the program staff, when appropriate, for the

operations of the program. If partners cannot come to a mutual agreement, Tennessee College of Applied Technology- Pulaski will have the final decision-making authority.

Funding

In addition, partners will provide (check appropriate contributions and list monetary value below):

- ☐ Safety Materials (gloves, helmets, aprons, etc.): Valued at \$ _____ each year
- ☒ Supplies (wires, electrodes, metal, etc.): Valued at \$ 3,000 each year
- ☐ Cash Donation to support Project WELD Operations: Valued at \$ _____ each year

Duration

The agreement is for a period of 30 months from the execution of a grant contract with a preference to extend into a long-term affiliation to address skills gaps and local workforce needs.

Procedures for Modification and Termination

- The MOU may be modified, revised, extended, or renewed by mutual written consent of all parties, by the issuance of a written amendment, signed and dated by all parties. Submission of a revised MOU requires a program amendment to be submitted to the state coordinator for approval.
- Any party of the MOU may terminate their participation in this MOU by giving written notice of intent to terminate to each of the partners. In such case, termination by one of more of the parties to this MOU does not alter the terms or obligations of the other parties to this MOU.
- An individual partners' participation in the GIVE program may be terminated for non-compliance with the MOU provided the other parties provide written notice clearly outlining the reasons for the termination.

Severance Clause

If any part of this agreement becomes unenforceable or illegal, then the agreement will continue in force, but the offending provision(s) shall be severed from the agreement and will have no effect on the remaining services agreed to and associated performance.

Signatures

All partners in this agreement sign to confirm their acceptance of its terms by their signature.

Mike Whitehead

Mike Whitehead

President

TN College of Applied Technology-Pulaski

Date:

Anna Welsh

Anna Welsh

Human Resources & Safety Manager
Mity, Inc.

Date: 9/3/2019

EXHIBIT D

LETTERS OF SUPPORT



T E N N E S S E E ' S
Lawrence County
CHAMBER OF COMMERCE

25B Public Square ■ Lawrenceburg, TN 38464

September 6, 2019

Ms. Chelle Travis
Senior Director Workforce & Economic Development
404 James Robertson Parkway
Nashville, Tennessee 37243

Ms. Travis,

On behalf of the business community, the Lawrence County Chamber of Commerce supports the partnership between Tennessee College of Applied Technology—Pulaski and Lawrence County Schools as we have served at the Lead Entity for Project WELD. Project WELD is our proposal to expand “**W**elding **E**ducation for **L**abor **D**emand” as part of the Governor’s Investment in Vocational Education. This proposal is the result of more than four (4) years of data analyses and relationship building.

The data our local economic development team has mined shows a concentration of welding and metalworking professions in the southern middle Tennessee region, and has supported two recent welding-intensive industrial announcements in Craig Manufacturing and Advanced Design Solutions. These two Canadian-based manufacturing operations will employ more than two hundred and fifty (250) people—most of which being welders. The relationship our team has built with existing manufacturers has provided us with direction for skilled labor demands. Meaning, through these partnerships, we know the primary focus of our workforce development efforts should be the expansion of welding technology education.

For this reason, the Lawrence County Chamber of Commerce is proud to sponsor, support, and execute Project WELD as the model program for the Governor’s Investment in Vocational Education.

Sincerely,

Ryan Egly
President & CEO
Lawrence County Chamber of Commerce

Lawrence County High School

1800 Springer Road
Lawrenceburg, TN 38464
Telephone (931) 762-9412 • Fax (931) 766-0761

Mr. Michael Adkins, Ed.S.
Principal

Mr. Matt Calvert Ed. S.
Mrs. Kim Brite, ED. S.
Mrs. Rachel Moore, Ed. S.
Mr. Brian Porter, Ed. S.
Assistant Principals

August 22, 2019

Hope McDow
Workforce Development Coordinator
Lawrence County Chamber of Commerce
25 Public Square
Lawrenceburg, TN 38464

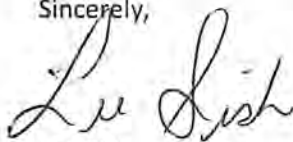
Dear Ms. McDow,

When I started teaching eight years ago, I walked into a shop that was in total disarray. Slowly but surely with the help of my students, we started to get the shop in order with everything functioning as it should. My students and I have finally gotten to the point that we can be proud of our shop despite the fact that it's 47 years old. This grant would allow us to take our shop to the next level. Adding a classroom, knocking out a wall, adding welding booths, and updating our equipment would be a few of the upgrades that would benefit my students.

I have had a lot of students comment to me that they wish we had a night school program for recently graduated students. Most of our post-secondary students travel to Pulaski or Muscle Shoals to continue their education in welding. This grant would also make it possible for my night classes to begin. Nicky Lee, LCHS Class of 2019, states, "I took Mr. Sisk's welding class all four years of high school. I am currently enrolled at TCAT Pulaski in their welding program. If night classes were available at LCHS, I would prefer to go there. It would save me time and money." Brady Franklin adds, "I am currently a 12th grader at LCHS. I am enrolled in Mr. Sisk's class and have completed all three of his regular welding classes. This grant would help me further my welding education at LCHS."

I tell my students to always dream big and never give up on their goals. This grant would be a dream come true for me and my students.

Sincerely,



Lee Sisk
LCHS Welding Instructor



Nicky Lee
Former LCHS Welding Student



Brady Franklin
LCHS Welding Student



100 Hicks St, Lawrenceburg, Tennessee, 38464
Phone: (931) 300-3688 www.advanceddds.ca

Monday August 12, 2019

Workforce Development Coordinator
Lawrence County Chamber of Commerce
25-B Public Square
Lawrenceburg, TN 38464

Attention: Hope McDow

Dear Hope:

I wanted to thank you for inviting me to the meeting Friday to inform me of the Project WELD proposal. It is very exciting to hear about this much-needed opportunity.

We at Advanced Design Solutions just moved into Lawrenceburg in January of this year. Finding a solid employee base has become my number one business issue in growing my business. In the short time I have been in Lawrenceburg, and without any sales efforts yet, we have already had a number of customers reach out to us. They have already given us some significant projects. We came down because we heard that there was a real need in the south for quality companies with our product of steel shipping racks for the auto industry. Certainly from the response we have already seen, it would appear that we could grow quickly.

In order to facilitate that growth, we will need to hire a significant number of welders. Currently we have hired about 8 welders, but expect to hire another 60 to 80 over the next five years. Welding is the core of our business, but of course we also have the metal preparation, painting, assembly, engineering etc. Those 80 core welding jobs will support another 80-100 other positions within our company. The main skill we need to start with though is the welding.

As I mentioned earlier, my biggest business concern right now is hiring employees. When I started to look in the south for a location, I found a few buildings that would work, but before I committed to a location, I wanted to see which community would be able to support my employee needs. Among the reasons I selected Lawrenceburg was first the TCAT program that was operating in the very building I am in. A second thing was the excitement the community leadership had to create programs to develop their citizens.

The product we build is exactly what you need to start teaching people how to weld. We have a high enough quantity to allow repetitious learning, but the parts change often enough to provide variety. It is the simplest type of lighter, MIG welding. Our product allows a teacher to demonstrate a particular technique, have student practice that technique, have the teacher evaluate the execution, and then have the student practice some more. We have a lot of smaller assemblies to weld, and they typically come in quantities of 50 – 1000. I have often talked about how great it would be to partner with an education facility. We could provide on going material, supplies and consumables, and in return, not only would we be giving back to the community, we would be developing a work force that we could draw from.

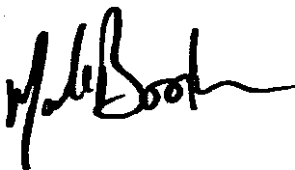
The program you described, where kids could start in grade nine, and carry on through grade 12, or adults could come after school hours sounds fantastic. They could start with the basic learning I described. Then after 4 years, they could progress through code welding, TIG welding, and many other welding opportunities. I think it would give people of all aptitudes the ability to find a pathway to a rewarding career with a comfortable lifestyle. The pool of skilled workers you will create will also provide a lot of other spin off jobs, even within the same companies, as will be true in my case.

I would be excited to work with this Project WELD program. This would include help with developing the curriculum, providing materials and supplies to keep the program viable. We would also want to provide co-op work placement opportunities for people in the program. We would love to work with people at the high school age, or in any adult programs you might consider.

We at Advanced Design Solutions are excited about the customer response we have received here in Tennessee, but we need to be able to deliver the product to keep that momentum going. A program like Project WELD would be exactly what we would need to develop a workforce to deliver on our customer's expectations.

I wish you the very best in this program, and if I can be of any help, please met me know.

Sincerely

A handwritten signature in black ink, appearing to read "Mark Booker", with a stylized, flowing script.

Mark Booker
President



AOC Metal Works

2005 Liberty Ave.

Lawrenceburg, TN 38464

Project Weld Letter of Support

AOC Metal Works is a company rapidly growing in the Metals Industry. We have four location with five divisions. Three of which are located in Lawrenceburg, TN. The other two locations are in Chester, VA and Lynchburg, VA. AOC services a wide base of customers from heavy truck, automotive, commercial ventilation, and appliances. AOC Divisions located in Lawrenceburg are a Rack Fabrication Division, Stamping Division, and a Laser Fabrication Division.

The Rack Fabrication Division primarily builds returnable or non-returnable racks, crates, and/or pallets for the automotive industry. This Division currently has 50 employees and is running one shift with the option of starting a second shift based off market demands. Of these 50 employees, roughly 30% are welders. It is our intentions to continuing growing over the course of the next 5 years and potentially hire 10 to 15 additional welders.

The Stamping Division and Laser Fabrication Division currently has 80 employees with roughly 20% of the workforce supporting welding need. The Stamping Division a full-service metal subcontract manufacturer with specialization in fabrication, forming, welding and other value-added processes. Key ends markets include heavy truck, agriculture, residential/commercial appliance, refrigeration, transportation, commercial equipment, food and restaurants, and recreational vehicles industries.

AOC participates yearly in the TCAT Welding Competitions and donates prize for all students competing. AOC also offers part time jobs for any students 18 years of age if the job does not interfere with their class schedules. These students come from both TCAT and the local high school welding programs. This year AOC employed 4 individuals during the Spring Semester and through the Summer.

AOC Metal Works is supporting the Project Weld based on the needs for more skilled welders in the area. For AOC to continue our growth, AOC must have a sufficient skilled welding labor pool to support the business needs and growth. Over the last several years, skilled welders have been somewhat difficult to hire in the region as it appears that this skilled trade is fading out. AOC has also seen an increase in competition for the available resources as Lawrenceburg continues to see new companies move to the area with welding needs of their own.

Hopefully, by starting a program, such as this, it will increase the interest among the students as well as garner the support from Parents as this will provide them with the opportunity to gain valuable work experience while continuing their education better preparing them to enter the work force full time upon graduation.

Sincerely,

Will Cox

Location Manager

AOC Metal Works

Kevin Hunt

VP of Operations Stamping and Laser Fab

AOC Metal Works



August 12, 2019

To Hope McDow – Workforce Development Coordinator,

I wanted to issue this letter on behalf of Craig Manufacturing in support of Project WELD. As you are aware, we selected Southern Middle Tennessee ahead of all other USA states and regions for our newest and first USA manufacturing facility.

We manufacture world class construction, forestry, mining, oil & gas attachments directly for the OEM and their North American regional dealers such as: Caterpillar, Deere, Case, Volvo, Liebherr, Hitachi, etc.

When we started this program, we made a commitment to bring 80+ new permanent full-time well-paying manufacturing jobs with benefits to this rural region. Our focus was to complete this step within our first 5 years of operation. We had our Grand Opening ribbon cutting June 13, 2019. We now employ 10 full-time staff with 5 additional positions being opened for September hiring. Seven (7) of our first ten (10) employees are direct welding and fabricating hires. Two (2) of the next five (5) will also be direct welding hires.

As we ramp up our production to complete Phase 1 of our program, we are working towards our goal of having forty-eight (48) permanent full-time welding and fabricating employees. These numbers are all based off our current newly constructed 60,000 sq ft facility. We believe this facility has raised the bar as the most impressive facility in the county. We purchased an additional 10 acres adjoining our facility with tentative plans of further significant expansion should this operation prove successful and become our USA Headquarters as planned.

We have invested close to six (6) million dollars into this region in the last 10 months. Our investment continues on a weekly basis as we bring more of our operation on line. We have already sponsored the regional high school welding competition held at TCAT Pulaski campus. That included all trophies for all welding divisions as well as an additional \$350 in separate gift items. We set up a video display to show all students what Craig Mfg. builds and let them know we were going to be hiring graduating students. We have followed through with that commitment as we have hired four (4) current / recent graduates from the TCAT program. Of special note, two (2) of those students were dual enrolment graduates from 2018 & 2019.

Our commitment to the success of this program goes beyond a one-time competition sponsorship. We have committed to match the \$500 each year for the next five (5) years. We have made recommendations to the school on types of steel, welding wire, equipment, & blue print technology,

HARTLAND OFFICE

96 McLean Avenue
Hartland, NB
E7P 2K5 Canada

(506) 375 - 4493

CAMBRIDGE OFFICE

315 Thompson Drive
Cambridge, ON
N1T 2B3 Canada

(519) 623 - 9500

BLACKFALDS OFFICE

27323-88 Township Road 394
Blackfalds, AB
T0M 0J0 Canada

(403) 356 - 0048

LAWRENCEBURG OFFICE

408 Commerce Way
Lawrenceburg, TN
38456 USA

(931) 242 - 0038



etc. that would help in development. We have also taken these same recommendations to the factories that supply our company. We are pleased to say that they will be assisting Craig in donations of materials and / or equipment so that we can commit an additional \$2000 per year for each of the next five (5) years. Those same supply manufacturing companies may also select to work directly with the school to provide additional funding or discounts.

We have toured the regional high schools, TCAT colleges, & had meetings with teachers and instructors. We as Industry leaders are recommending skills that we are looking for as students become better prepared to enter the work force in a more meaningful way. Our commitment to provide forty (40) new welding and fabricating jobs to potential school graduates far exceeds the capital sponsorship dollars we have already committed to the program.

We at Craig believe this program in combination with the existing TCAT and Lawrence County programs will help in our company's success. We selected Lawrence County as our home and much of that decision was based on being able to hire a trainable talented work force that we believe exists in Tennessee. If our company is to grow to the potential that we at Craig and the state of Tennessee hopes, we need programs like WELD to be implemented.

Sincerely,

A handwritten signature in blue ink, appearing to read "Les Harding".

Les Harding
Vice President – USA Manufacturing
Craig Manufacturing Ltd.



Diverse Fabrication, LLC
110 E Commerce St.
Loretto, TN 38469

August 27th, 2019

Hope McDow
Workforce Development Coordinator
Lawrence County Chamber of Commerce
25-B Public Square
Lawrenceburg, TN 38464

Dear Ms. McDow,

As a representative of Diverse Fabrication I am very excited about Project WELD. Diverse Fabrication has been in business since June of 2007 as a custom fabrication job shop. We have grown in many ways since then, however we rely heavily on our employees being proficient in welding and fabrication. This has at times proven difficult to deal with as the pool of talent hasn't always been enough either in quantity or quality. We have looked to the local school system and chamber to aid in this problem. Many good things have happened but there are also many companies in Lawrence County that are requiring the same type of people. We currently have 28 total employees, 12 of these employees are fabricators/welders. I have 1 that has already retired that still works part time for us and we are thankful for it. We will have 2 additional of the 12 that will retire within the next year and possibly another beyond that. I feel we will need to hire 5-10 skilled people (fabricators/welders) within the next 2-3 years to keep pace with our business. That number could rise depending on several business factors. We at Diverse have always had a relationship with the local chamber and with the school system. We have supported the welding and other programs through serving as advisory council members, donating time and materials, and working intern students as part of their course requirements. We have a strong belief that our support of LCSS programs, TCAT programs and the Lawrence County Chamber of Commerce will help us all succeed. We will support the Project WELD program moving forward as we have the others in the past and always appreciate the opportunity to be involved in solutions for the future! A program like this will make a major impact on the growth and survival of our business. As an ISO9001/2015 certified company we consider employee availability as a part of risk based thinking, so by helping reduce the concerns of trained workforce options companies like ours can better serve our demanding customer requirements. Thank you!

Sincerely,

A handwritten signature in black ink, appearing to read "Tommy Staggs", with a large, stylized flourish extending to the right.

Tommy Staggs
Human Resources Manager
931-853-5300
tommy@diversefab.com



1014 North Locust Avenue • Post Office Box 87 • Lawrenceburg, TN 38464

Phone 931-762-3593
866-762-3593
Fax 931-762-9459
Website www.eversconstructionco.com

September 4, 2019

Hope McDow
Workforce Development Coordinator
Lawrence County Chamber of Commerce
25B Public Square
Lawrenceburg, TN 38464

Dear Hope:

We are glad to hear about the new Project WELD initiative that the Chamber of Commerce and our school system are collaborating on. This program has the potential to have a positive, long term effect on workforce development for our community, and we appreciate that Evers Construction Company has been invited to participate.

As you may know, Evers Construction Company is a locally owned company specializing in industrial construction. While we are commercial general contractor, our company's core services revolve around mechanical and electrical installations in industrial facilities. We also have a 25,000 square foot fabrication shop that is key component in supporting these services. As with any service-oriented company, our people are our product. Programs like Project WELD help ensure that our schools are producing future members of our team. We currently have over 100 full time employees, with 15-20 of them working in or around the welding trades daily. We find that in today's market, these positions are some of the most difficult to fill, and it's great to see that our community recognizes the need.

We look forward to learning more about the program and seeing it come to life. As an industry partner, we are also willing to contribute to the programs success whether it be monetary contributions, supplies, and other ways that might be identified in the future.

Thank you for this effort and let us know how we can help.

Sincerely,

Clint Evers
Operations Manager
Evers Construction Company, Inc.
1014 N. Locust Ave,
Lawrenceburg, TN 38464



BERTOLINI
a MITY product collection

To Whom it may Concern –

My name is Anna Welsh, and I'm the HR & Safety Manager for Mity-Bertolini; our Lawrenceburg facility employees 75 workers manufacturing seating for the church and hospitality industry. I'm writing this letter in support of the Project WELD proposal; of those 75 employees, 10 are welders. All factors considered, I could estimate that we will add 10 -15 welders over the next 5 years, and the resources this grant would provide would be instrumental in supplying skilled employees.

We've worked with the local high school (Lawrence County High School) providing scrap, practice material as requested; they've even assisted us in welding some carts we utilize in our facility out of our scrap. We've also had TCAT instructors tour our facility and recommend students that may fit our needs. I believe in the capability of these local resources to supply Lawrence County with capable employees, and with the assistance of Project WELD and programs like it, I have no doubt that Lawrence County and our facility will continue to grow and succeed.

Should you have questions or need anything further, please contact me at the number or email below.

Thank you,

Anna Welsh, PHR

Human Resource Manager

anna.welsh@mityinc.com

p. [931-829-2703](tel:931-829-2703) ext. 6105

f. 931-829-2710



BERTOLINI
a MITY product collection

MITY INCORPORATED

101 Motivation Dr.

Lawrenceburg, TN 38464 USA

bertolindirect.com | mitylite.com | holsag.com

EXHIBIT E

PROPOSED PROJECT WELD BUDGET

| PROJECT WELD BUDGET | | | | |
|---------------------|---|------------------|------------------------|------------------|
| | EXPENSE OBJECT LINE- ITEM CATEGORY | GRANT REQUEST | LOCAL PARTICIPATION | TOTAL PROJECT |
| | Salaries, Benefits & Taxes | \$81,000 | - | \$81,000 |
| | Grant Administration & Fee | \$13,367 | - | \$13,367 |
| | Supplies, Equipment Rental & Maintenance | \$30,000 | \$80,700 | \$110,700 |
| | Travel, Conferences & Meetings | \$1,500 | - | \$1,500 |
| | | | | |
| | Capital Purchase: Construction | \$300,924 | - | \$300,924 |
| | Capital Purchase: Equipment | \$145,274 | - | \$145,274 |
| | Project Contingency | \$27,935 | - | \$27,935 |
| | In-Kind Expenses | - | \$5,500 | \$5,500 |
| | GRAND TOTAL | \$600,000 | \$86,200 | \$686,200 |

EXHIBIT F

DUAL ENROLLMENT AGREEMENT

Dual Enrollment Agreement
Between
Tennessee College of Applied Technology-Pulaski
and
Lawrence County Board of Education/High School/School System
For 2019-2020 Academic Year

This Agreement, by and between **Tennessee College of Applied Technology-Pulaski** hereinafter referred to as the "Institution or **College**" and **Lawrence County Board of Education**, hereinafter referred to as the "**Board of Education/High School/School System**" is for the purpose of providing eligible high school students the opportunity to earn both college and high school graduation credits simultaneously upon successful completion of qualified course(s), as further defined in the "SCOPE OF SERVICES."

OVERVIEW

In accordance with the guidelines set forth by the Tennessee Board of Regents (TBR), the Tennessee Higher Education Commission (THEC), and the procedures established by **Tennessee College of Applied Technology-Pulaski**, we, the Institution, do hereby enter into this Agreement to provide eligible high school students the opportunity to earn both TCAT (clock hours) and high school graduation credits simultaneously upon successful completion of qualified course(s). Such agreement is in accordance with Tennessee Board of Regents Policy 2:03:00:00.

Qualified programs/courses are those listed in the current **Tennessee College of Applied Technology-Pulaski** catalog which use the program/course syllabus, including outcomes and requirements, and text and materials approved by the respective **College**.

Eligible students must be enrolled as 9th, 10th, 11th, or 12th grade students in a Tennessee public or nonpublic secondary school, or in a home education program.

Students may enroll in a specific program/course based on the program/course's specific placement requirements as determined by the **College**. Enrollment must be in dual enrollment course that lead to a certificate or diploma.

Students must submit to the Student Services office at TCAT-Pulaski:

- A completed application for admission signed by the student;
- Required signatures from student and parent or legal guardian.

High school students enrolled in the dual enrollment program must maintain a **cumulative GPA or numeric grade** of at least 2.75 in the **College** course(s) in order to register for subsequent **College** course(s). Exceptions must be submitted in writing to the **College** Student Services Office.

All costs associated with enrollment in college courses shall be the responsibility of the school, student, or his/her parent or legal guardian.

Students may be eligible for the Tennessee Lottery Dual Enrollment Grant and may complete an application online through the Tennessee Student Assistance Corporation (TSAC) within the appropriate time frame.

A. RESPONSIBILITIES OF THE PARTIES

A.1 The **College**:

- Is responsible for ensuring qualified faculty or adjunct faculty teach the course(s).
- Will provide a mandatory orientation session on the main campus for all adjunct faculty.
- Reserves the right to schedule an observation of the class by the **President or President's Designee** at any time to ensure that **College**-level outcomes are met.
- Will conduct periodic performance reviews of all faculty, and reserves the right to refuse reappointment of any instructor who does not meet **College** standards of instruction.
- Will award **College** credit for each course successfully completed.
- Will adhere to the **Board of Education/High School/School System** standard operating procedures for the reservation and utilization of school equipment.
- Reserves its right to approve science and computer laboratories and equipment as appropriate and compatible for delivery of a course.
- Will make effort to coordinate course delivery with the needs of the high school.
- Maintains its right to cancel any class with enrollment insufficient to cover expenses.

A.2. The **Board of Education/High School/School System** designee shall:

- Award high school graduation credit(s) for each college course successfully completed.
- Provide appropriate classroom space and instructional equipment for classes offered on site.
- Pursuant to 0520-1-3-.06(4) (c) 1. of Tennessee Board of Education Rules, Regulations, and Minimum Standards for the Governance of Tennessee Public School (1994), retain the right to observe and supervise instruction, which is conducted in the high school during regular school hours.

A.3. The **College** and the **Board of Education/High School/School System** shall:

- Designate a duly responsible coordinator to provide oversight of details and distribute general program information and necessary forms to students.
- Jointly determine the course(s) to be offered, subject to **College** staffing and scheduling limitations. Start and end dates for terms will follow the Tennessee Board of Regents common calendar dates.
- Agree to follow the college academic calendar for all courses offered. Any exceptions must be approved by the college.
- Provide appropriate information to the Students regarding Dual Enrollment Lottery Grant.
- Provide appropriate information to the student regarding the Dual Enrollment Lottery Grant.

AGREEMENT TERM:

B.1. Term. This Agreement shall be effective for the period commencing on **August 2019** and ending on **May 2020**.

B.2. Term Extension. The Institution reserves the right to extend this Agreement for an additional period or periods of time representing increments of no more than one year and a total term of no more than five years, provided that the Institution notifies the **Board of Education/High School/School System**, in writing, of its intention to do so at least 90 days prior to the Agreement expiration date. An extension of the term of this Agreement will be effected through an amendment to the Agreement. If any extension of the Agreement necessitates additional funding, the increase in the College's maximum liability will also be effected through an amendment to the Agreement.

C. FACULTY

- C.1. Instructors for the dual enrollment classes shall be subject to the approval of both Parties and will adhere to **College** policies regarding academic standards and documentation of attendance and grades.
- C.2. In the event the instructor is provided and compensated by the **College**, such compensation will be based upon applicable **College** policies as to **College** faculty. **(This includes instructors from other higher education institutions on dual services agreements)**
- C.3. In the event the instructor is provided and directly compensated by the **Board of Education/High School/School System**, such compensation will be based upon applicable Board of Education/High School/School System policies. The **College** shall reimburse the **Board of Education/High School/School System** based upon the **College's** applicable policies as to adjunct faculty. In no event shall the maximum liability of the College for such reimbursement exceed \$14,000. The maximum liability shall not be subject to escalation for any reason unless this Agreement is amended. If any extension of the Agreement necessitates additional funding, the increase in the **College's** maximum liability will also be effected through an amendment to the Agreement.

D. TERMS AND CONDITIONS:

- D.1. Required Approvals. The Institution is not bound by this Agreement until it is approved by the appropriate officials in accordance with applicable Tennessee laws and regulations as shown on the signature page of this Agreement.
- D.2. Modification and Amendment. This Agreement may be modified only by a written amendment executed by all parties hereto and approved by the appropriate officials.
- D.3. Performance. The Institution reserves the right to **replace/request the Board of Education/High School/School System to replace** any instructor for non-performance and/or violation of **College** policies and guidelines.
- D.4. Termination. Either party may terminate this Agreement with or without cause for any reason. Either party shall provide the other at least ninety (90) days written notice before the effective termination date. Termination shall not be effective until the end of the academic year then in progress.
- D.5. Nondiscrimination. The **Board of Education/High School/School System** hereby agrees, warrants, and assures that no person shall be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination in the performance of this Agreement or in the employment practices of the **Board of Education/High School/School System** on the grounds of disability, age, race, color, religion, sex, veteran status, national origin, or any other classification protected by Federal, or State constitutional or statutory law. The **Board of Education/High School/School System** shall, upon request, show proof of such nondiscrimination and shall post in conspicuous places, available to all employees and applicants, notices of nondiscrimination.
- D.6. State and Federal Compliance. The **Board of Education/High School/School System** shall comply with all applicable State and Federal laws and regulations, including without limitation with the Family Educational Rights and Privacy Act (FERPA) and Institution policies and guidelines in the performance of this Contract. The Board of Education/High School/School System agrees that its officers, employees and agents will use personally

identifiable information from an education record disclosed pursuant to this Agreement only for the purposes for which the disclosure was made and not for any other purpose. The personally identifiable information may not be disclosed or re-disclosed by either Party to any but the other Party without prior written consent of the student or as otherwise permitted by the Agreement.

- D.7. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the State of Tennessee.
- D.8. Severability. If any terms or conditions of this Agreement are held to be invalid or unenforceable as a matter of law, the other terms and conditions hereof shall not be affected thereby and shall remain in full force and effect. To this end, the terms and conditions of this Agreement are declared severable.
- D.9. Communications and Contacts.

The Institution:

Mike Whitehead
Tennessee College of Applied Technology
P.O. Box 614 1233 East College St. Pulaski, TN 68474
931.424.4014 (office)
931.424.4017 (fax)

The Board of Education/High School/School System:

Shannon Watson
Lawrence County Board of Education
700 Mahr Ave, Lawrenceburg, TN 38464
931.762.3581

- D.10. Relationship of the Parties. This Agreement shall in no way be interpreted as creating an agency or employment relationship between the parties.
- D.11. Liability. Institution is a public institution of higher education and a member of the State University and Community College System of Tennessee governed by the Tennessee Board of Regents. As a state entity, its liability arising from performance under this agreement shall be subject to and limited to those rights and remedies, if any, available under T. C. A. §§ 9-8-101 through 9-8-407. **The Board of Education/High School/School System is a political subdivision of the state and, as, such its liability for injuries which may result from its performance under this agreement shall be subject to and limited to those rights and remedies, if any, available under the Tennessee Governmental Tort Liability Act, §§ T. C. A. 29-20-201, et seq.**

Each party shall be solely liable for payment of its portion of all claims, liability, costs, expenses, demands, settlements, or judgments resulting from action or omissions of itself or those for whom it is legally responsible, relating to or arising under this Agreement.

IN WITNESS WHEREOF:

[BOARD OF EDUCATION/HIGH SCHOOL/SCHOOL SYSTEM LEGAL ENTITY NAME]:


[NAME AND TITLE]

9-6-2019

Date

[INSTITUTION NAME]:

Mike Whitehead, President
[NAME AND TITLE]

9/1/19

Date